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Government of Maharashtra

Tribal Development Department

Evaluation Report on Employment & Self Employment Information cum guidance centre for Scheduled Tribe students

Commissioner,
Tribal Research & Training Institute,
Maharashtra State, Pune 1

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Preface

The Constitution of India provides social, economic and political guarantees to the disadvantaged section of the people. As per Article 335 of the Constitution of India, the members of the Scheduled Castes / Scheduled Tribes have been provided reservation in the appointments to the services and posts in connection with the affairs of the Union or of a State. Still the human development status of the Scheduled Tribe population continues to be much lower than the rest of the population. Suitable candidates had not been available from the Scheduled Tribes in the past. The post reserved for them had been carried forward year after year. Government of Maharashtra decided to establish "Employment and Self-employment Information-cum-Guidance Centre for Scheduled Tribe Students" for the first time in 1984 to impart information about various competitive examinations and to guide and train them for such examinations. This scheme can contribute a lot in improving the lives of the Scheduled Tribes of Maharashtra provided it is implemented efficiently. At present eight such centres are in existence. This review is an attempt to suggest improvement in the scheme.

Place : Pune

Date :

(Y.P.S.Tomar)
Commissioner,
Tribal Research & Training Institute,
M.S.Pune

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Chapter I

Introduction

Commissioner, Employment and Self-employment Directorate, Mumbai Government of Maharashtra approached Tribal Research & Training Institute, Pune to review the scheme of "Employment and Self Employment information cum guidance centre for Scheduled Tribe students". Accordingly this Evaluation Study has been undertaken.

The following are the objectives of the Evaluation Study: -

1. Whether has the scheme achieved the objectives for which it has been formulated?
2. Whether does the scheme require improvement?

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Chapter II

Scheme of Employment and Self-employment: Information cum Guidance Center for ST students

There is a provision of reservation of posts in Government and Semi-Government Offices, Institutions for the Scheduled Tribes. The posts are filled in through the competitive examinations. Government of Maharashtra took the decision to establish the following 8 "Employment and Self-Employment: Information cum Guidance Centres for ST students":-

Sr.No.	Name of the centre	District	Year of establishment
1.	Raver	Jalgaon	1984
2.	Achalpur	Amravati	1984
3.	Kalwan	Nasik	1984
4.	Deori	Gondia	1985
5.	chandrapur	Chandrapur	1985
6.	Manchar	Pune	1985
7.	Kinwat	Nanded	1985
8.	Gadchiroli	Gadchiroli	1994

The following are the **objectives** of establishing these centres:

a) To impart information about the competitive examinations and to forward their application to concern agency to the Scheduled Tribes Students,

b) To guide and train the Scheduled Tribe candidates and to come out successful in the competitive examinations.

The following are the salient features of this scheme:-

(i) To impart training to the Scheduled Tribe candidates who have passed the SSC/HSC examination / Graduation.

(ii) The training is for a full duration during a period of 3 $^{1}/_{2}$ months.

(iii) 40 Scheduled Tribe candidates are trained during this period of 3 $^{1}/_{2}$ months.

(iv) Stipend of Rs. 375/- p.m. is awarded to the trainees during the period under training.

(v) Subject matter specialists are invited and paid a honorarium of Rs. 40 per lecture of one hour duration.

(vi) the following is the staffing pattern in the training cum guidance centers :-

Sr.No.	Name of the Post	Class	No.of posts
1.	Dy.Regional Employment Officer	2	1
2.	Jr. Employment Officer	3	1
3.	Clerk	3	1
4.	Typist	3	1
5.	Peon	4	1

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Chapter III — Methodology

A survey was undertaken during the period from 30 January 2005 to 10 February 2005.

Five Information cum Guidance Centres out of 8 such Information cum Guidance Centres had been selected for evaluation study. The following are the selected Information cum Guidance Centres:-

Sr.No.	Place where located	District
1	Achalpur	Amravati
2	Gadchiroli	Gadchiroli
3	Deori	Gondia
4	Kinwat	Nanded
5	Chandrapur	Chandrapur

The secondary data was collected from the office of the Directorate of Employment and Self-employment, Mumbai.

Four questionnaires were prepared for collecting the data from these Training Centres:-

Questionnaire No.1 was prepared for getting information from the Head of the training centre. The information in respect of the following main points was collected from them :-

(a) Details about the staff,

(b) Details about the facilities available in the training centre,

(c) Expenditure incurred during the last 5 years,

(d) Details about the trainees,

(e) Details about the efforts made by the Training Centres in imparting training and in assisting them for getting employment.

Questionnaire No.2 was designed to obtain the information from the trainees who have **either left the training in between** or from the trainees **who are still unemployed**. The information was collected on the following major points:-

1. Efforts made by them to secure employment after competion of the training.
2. Their views regarding contribution of the Training cum Guidance Centres.
3. The reasons for not completing the training from the trainees who left the training in the middle.

Questionnaire No.3 was prepared for getting information from the trainees **who are employed**. Information was collected on the following main points :-

(a) The details of employment,

(b) Their views regarding the contribution of training in getting the employment,

(c) Their views regarding improvement in the Training Centres.

Questionnaire No.4 was designed to collect information from the trainees undergoing training at the time of the survey. It covered mainly the following information:-

a) Aspirations of the trainees,

b) Their expectations from the Training Centres,

c) Whether are their expectations met there ?

d) Their views regarding improvement in the scheme.

The evaluation study team visited these 5 Training Centres collecting information in questionnaire no.1 from the office of the Training Centres. They held the discussions with the trainees who were undergoing training in these Training Centres. They held discussion with them formally and informally. They got questionnaire No. 4 filled in from those trainees who were present at the time of the survey.

They contacted the available trainees who are still unemployed even after completing training from these training centres and got the questionnaire No.2 filled from them. They also approached the trainees who have left the training in between and got the questionnaire No.2 filled in from them.

The team tried to contact the trainees who got employment after completing their training and got questionnaire No.3 filled in from them.

26 trainees who could not complete the training filled in questionnaire No.2.

63 trainees who are still unemployed even completion of their training filled in questionnaire No.2.

25 trainees who have completed the training and got the job filled in questionnaire No.3.

45 trainees provided information in questionnaire No.4.

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Chapter IV

Findings of the study

A. Publicity of this scheme:

It has been informed by the Employment and Self-Employment Directorate, Mumbai that publicity is given for securing trainees for each training session in every Training Centres through local newspapers, radio, T.V., District Employment and Self-Employment Guidance Centres and Integrated Tribal Development Projects so that eligible ST candidates can respond. The list is prepared and they are called to appear for interview. Such candidates are provided full information regarding available employment opportunities and are motivated for the training. Educationally qualified candidates are admitted for the training. District level committees exist for recruiting the trainees, which consists of the following:

- Dy.Director, Employment and Self-Employment, Divl. HQ
- Project Officer, Integrated Tribal Development Project,
- District Employment and Self-Employment Guidance Centre official.

It has been observed that enough publicity is not being given to this scheme. Advertisements is issued in the newspaper which may be formal way of giving publicity. However training centre at Achalpur district Amravati prepares hand bills and distributes those among large segment of tribal population. The following ways are suggested for improvement. There is need to give enough publicity of the scheme and the dates of holding the training:-

i) Preparing hand bills or information brochure and distributing the same for displaying on the notice board in various educational institutions, Zilla Parishads, Panchayat Samities, Gram Panchayats, Backward Class Hostels, Collector

Offices, Tahsildar Offices, Sub Divisional Officers and various other offices located in all the districts where such Training Centres are functioning.

ii) The information about the scheme and programmes can also be made available through radio and cable operators.

iii) The Panchayat Samities should be requested to ensure that the Gram Sevaks must put up the handbills or the information brochures on the notice board of Gram Panchayats / Village Chawadi and should also read out the same in the meetings of the Gram Panchayat and Gram Sabhas.

iv) The information may also be circulated through other village functionaries like talathi / teachers etc.

v) The information may also be circulated to concern schools & colleges also.

B. Impact of training imparted to the candidates so far :

It has been informed by the Employment and Self-Employment Directorate, Mumbai that during the period from 1999-2000 to 2003-04, 3449 candidates were admitted in 8 centres and out of them 1198 left the training in the middle. The remaining 2251 candidates completed the full training. The yearwise details of the same is given below:-

Sr.No.	Year	No.of trainees admitted	No.of trainees completed the training	No.of trainees left out
1.	1999-2000	802	480	322
2.	2000-2001	660	432	228
3.	2001-2002	707	500	207
4.	2002-2003	660	318	342
5.	2003-2004	620	521	99
Total		**3449**	**2251**	**1198**

The information was collected from the 5 training centres i.e. located at Achalpur (Amravati District), Gadchiroli (Gadchiroli District), Deori (Gondia district), Kinwat (Nanded district), Chandrapur (Chandrapur district) in respect of candidates admitted for training from 1986-87 to 2003-04. {The information for Gadchiroli district was collected from 1994 onwards as the centre was established at Gadchiroli in the year 1994}. The information shows that 7451 candidates were admitted for admission during this period of 17 years with the exception of Gadchiroli district. Out of them, 1728 trainees left the training in the middle and 5723 trainees completed their training. It has also been reported that 1015 trainees got employment. The yearwise details of these 5 centres are given below :-

Yearwise details of trainees of all the centres

Sr. No	Year	Name of the Centre	No.of trainees admitted	No.of trainees completing the training	No.of trainees leaving the training incomplete	No.of trainees who got employ-ment	No.of unem-ployed trainees
1	1986-87	1. Kinwat, Dist.Nanded	72	55	17	-	55
		2. Chandrapur	53	45	8	36	9
		3. Deori, Dist.Gondia	78	70	8	5	65
		4. Achalpur, Dist.Amravati	78	71	7	37	34
	Total		**281**	**241**	**40**	**78**	**163**
2.	1987-88	1. Kinwat, Dist.Nanded	58	39	19	24	15
		2. Chandrapur	85	71	14	49	22
		3. Deori, Dist.Gondia	82	77	5	5	72
		4. Achalpur, Dist.Amravati	79	77	2	21	56
	Total		**304**	**264**	**40**	**99**	**165**
3.	1988-89	1. Kinwat, Dist.Nanded	74	47	27	20	27
		2. Chandrapur	85	73	12	42	31
		3. Deori, Dist.Gondia	87	86	1	9	77
		4. Achalpur, Dist.Amravati	77	70	7	24	46
	Total		**323**	**276**	**47**	**95**	**181**

Sr. No	Year	Name of the Centre	No.of trainees admitted	No.of trainees completing the training	No.of trainees leaving the training incomplete	No.of trainees who got employ-ment	No.of unem-ployed trainees
4.	1989-90	1. Kinwat, Dist.Nanded	78	44	34	19	25
		2. Chandrapur	87	56	31	40	16
		3. Deori, Dist.Gondia	87	87	-	19	68
		4. Achalpur, Dist.Amravati	84	68	16	28	40
	Total		**336**	**255**	**81**	**106**	**149**
5.	1990-91	1. Kinwat, Dist.Nanded	87	53	34	10	43
		2. Chandrapur	94	62	32	26	36
		3. Deori, Dist.Gondia	83	82	1	12	70
		4. Achalpur, Dist.Amravati	77	54	23	13	41
	Total		**341**	**251**	**90**	**61**	**190**
6.	1991-92	1. Kinwat, Dist.Nanded	100	75	25	5	70
		2. Chandrapur	107	89	18	25	64
		3. Deori, Dist.Gondia	94	85	9	2	83
		4. Achalpur, Dist.Amravati	92	74	18	8	66
	Total		**393**	**323**	**70**	**40**	**283**
7.	1992-93	1. Kinwat, Dist.Nanded	128	90	38	11	79
		2. Chandrapur	109	96	13	33	63
		3. Deori, Dist.Gondia	100	100	-	6	94
		4. Achalpur, Dist.Amravati	106	81	25	07	74
	Total		**443**	**367**	**76**	**57**	**310**
8.	1993-94	1. Kinwat, Dist.Nanded	133	85	48	20	65
		2. Chandrapur	112	93	19	29	64
		3. Deori, Dist.Gondia	102	102	-	2	100
		4. Achalpur, Dist.Amravati	94	76	18	4	72
	Total		**441**	**356**	**85**	**55**	**301**

Sr. No	Year	Name of the Centre	No.of trainees admitted	No.of trainees completing the training	No.of trainees leaving the training incomplete	No.of trainees who got employ-ment	No.of unem-ployed trainees
9.	1994-95	1. Kinwat, Dist.Nanded	99	51	48	12	39
		2. Chandrapur	112	88	24	31	57
		3. Deori, Dist.Gondia	100	93	7	-	93
		4. Achalpur, Dist.Amravati	95	69	26	2	67
		5. Gadchiroli	40	40	-	12	28
	Total		**446**	**341**	**105**	**57**	**284**
10.	1995-96	1. Kinwat, Dist.Nanded	110	64	46	10	54
		2. Chandrapur	110	86	24	25	61
		3. Deori, Dist.Gondia	101	96	5	1	95
		4. Achalpur, Dist.Amravati	92	64	28	1	63
		5. Gadchiroli	101	82	19	27	55
	Total		**514**	**392**	**122**	**64**	**328**
11.	1996-97	1. Kinwat, Dist.Nanded	118	68	50	4	64
		2. Chandrapur	102	75	27	11	64
		3. Deori, Dist.Gondia	87	81	6	4	77
		4. Achalpur, Dist.Amravati	93	65	28	3	62
		5. Gadchiroli	106	106	-	14	92
	Total		**506**	**395**	**111**	**36**	**359**
12.	1997-98	1. Kinwat, Dist.Nanded	102	70	32	2	68
		2. Chandrapur	108	71	37	10	61
		3. Deori, Dist.Gondia	98	89	9	2	87
		4. Achalpur, Dist.Amravati	74	48	26	1	47
		5. Gadchiroli	107	107	-	30	77
	Total		**489**	**385**	**104**	**45**	**340**
13.	1998-99	1. Kinwat, Dist.Nanded	112	46	66	1	45
		2. Chandrapur	87	59	28	12	47
		3. Deori, Dist.Gondia	96	84	12	14	70
		4. Achalpur, Dist.Amravati	63	45	18	1	44
		5. Gadchiroli	74	74	-	17	57
	Total		**432**	**308**	**124**	**45**	**263**

Sr. No	Year	Name of the Centre	No.of trainees admitted	No.of trainees completing the training	No.of trainees leaving the training incomplete	No.of trainees who got employ-ment	No.of unem-ployed trainees
14.	99-2000	1. Kinwat, Dist.Nanded	89	56	33	4	52
		2. Chandrapur	85	62	23	11	51
		3. Deori, Dist.Gondia	101	90	11	1	89
		4. Achalpur, Dist.Amravati	77	43	34	-	43
		5. Gadchiroli	85	85	-	20	65
	Total		**437**	**336**	**101**	**36**	**300**
15.	2000-01	1. Kinwat, Dist.Nanded	80	30	50	0	30
		2. Chandrapur	106	77	29	7	70
		3. Deori, Dist.Gondia	93	77	16	1	76
		4. Achalpur, Dist.Amravati	81	43	38	2	41
		5. Gadchiroli	95	60	35	20	40
	Total		**455**	**287**	**168**	**30**	**257**
16.	2001-02	1. Kinwat, Dist.Nanded	78	48	30	2	46
		2. Chandrapur	94	79	15	11	68
		3. Deori, Dist.Gondia	102	81	21	1	80
		4. Achalpur, Dist.Amravati	84	46	38	1	45
		5. Gadchiroli	95	84	11	2	82
	Total		**453**	**338**	**115**	**17**	**321**
17.	2002-03	1. Kinwat, Dist.Nanded	91	43	48	1	42
		2. Chandrapur	79	60	19	12	48
		3. Deori, Dist.Gondia	91	75	16	-	75
		4. Achalpur, Dist.Amravati	72	47	25	-	47
		5. Gadchiroli	101	85	16	-	85
	Total		**434**	**310**	**124**	**13**	**297**
18.	2003-04	1. Kinwat, Dist.Nanded	64	31	33	0	31
		2. Chandrapur	71	55	16	12	43
		3. Deori, Dist.Gondia	95	72	23	2	70
		4. Achalpur, Dist.Amravati	81	54	27	-	54
		5. Gadchiroli	112	86	26	67	19
	Total		**423**	**298**	**125**	**81**	**217**
		Total	**7451**	**5723**	**1728**	**1015**	**4708**

In Kinwat centre, 1673 candidates had been admitted during the period from 1986-87 to 2003-04 and out of them, 678 (i.e. 40%) left the training in the middle. The remaining 995 completed their training in full. 145 tribals could get employment. The details in tabular form is given below:-

Yearwise information of the trainees who have taken training from the Employment & Self employment guidance centres from the begining of such scheme.

Sr. No	Year	Name of the Centre	No.of trainees admitted	No.of trainees who comple-ted the training	No.of trainees who left the training in the middle	No.of trainees who got employ-ment	No.of unem-ployed trainees
1	1986-87	Kinwat,	72	55	17	-	55
	1987-88	Dist.Nanded	58	39	19	24	15
	1988-89		74	47	27	20	27
	1989-90		78	44	34	19	25
	1990-91		87	53	34	10	43
	1991-92		100	75	25	5	70
	1992-93		128	90	38	11	79
	1993-94		133	85	48	20	65
	1994-95		99	51	48	12	39
	1995-96		110	64	46	10	54
	1996-97		118	68	50	4	64
	1997-98		102	70	32	2	68
	1998-99		112	46	66	1	45
	99-2000		89	56	33	4	52
	2000-01		80	30	50	0	30
	2001-02		78	48	30	2	46
	2002-03		91	43	48	1	42
	2003-04		64	31	33	0	31
	Total		**1673**	**995**	**678**	**145**	**850**
2.	1986-87	Chandrapur	53	45	8	36	9
	1987-88		85	71	14	49	22
	1988-89		85	73	12	42	31
	1989-90		87	56	31	40	16
	1990-91		94	62	2	26	36
	1991-92		107	89	18	25	64
	1992-93		109	96	13	33	63
	1993-94		112	93	19	29	64
	1994-95		112	88	24	31	57
	1995-96		110	86	24	25	61
	1996-97		102	75	27	11	64
	1997-98		108	71	37	10	61
	1998-99		87	59	28	12	47

Sr. No	Year	Name of the Centre	No.of trainees admitted	No.of trainees who comple-ted the training	No.of trainees who left the training in the middle	No.of trainees who got employ-ment	No.of unem-ployed trainees
	99-2000		85	62	23	11	51
	2000-01		106	77	29	7	70
	2001-02		94	79	15	11	68
	2002-03		79	60	19	12	48
	2003-04		71	55	16	12	43
	Total		**1686**	**1297**	**389**	**422**	**875**
3.	1986-87	Deori,	78	70	8	5	65
	1987-88	Dist.Gondia	82	77	5	5	72
	1988-89		87	86	1	9	77
	1989-90		87	87	-	19	68
	1990-91		83	82	1	12	70
	1991-92		94	85	9	2	83
	1992-93		100	100	-	6	94
	1993-94		102	102	-	2	100
	1994-95		100	93	7	-	93
	1995-96		101	96	5	1	95
	1996-97		87	81	6	4	77
	1997-98		98	89	9	2	87
	1998-99		96	84	12	14	70
	99-2000		101	90	11	1	89
	2000-01		93	77	16	1	76
	2001-02		102	81	21	1	80
	2002-03		91	75	16	-	75
	2003-04		95	72	23	2	70
	Total		**1677**	**1527**	**150**	**86**	**1441**
4.	1986-87	Achalpur,	78	71	7	37	34
	1987-88	Dist.Amravati	79	77	2	21	56
	1988-89		77	70	7	24	46
	1989-90		84	68	16	28	40
	1990-91		77	54	23	13	41
	1991-92		92	74	18	8	66
	1992-93		106	81	25	07	74
	1993-94		94	76	18	4	72
	1994-95		95	69	26	2	67
	1995-96		92	64	28	1	63
	1996-97		93	65	28	3	62
	1997-98		74	48	26	1	47
	1998-99		63	45	18	1	44
	99-2000		77	43	34	-	43
	2000-01		81	43	38	2	41
	2001-02		84	46	38	1	45
	2002-03		72	47	25	-	47
	2003-04		81	54	27	-	54
	Total		**1499**	**1095**	**404**	**153**	**942**

Sr. No	Year	Name of the Centre	No.of trainees admitted	No.of trainees who comple-ted the training	No.of trainees who left the training in the middle	No.of trainees who got employ-ment	No.of unem-ployed trainees
5.	1994-95	Gadchiroli	40	40	-	12	28
	1995-96		101	82	19	27	55
	1996-97		106	106	-	14	92
	1997-98		107	107	-	30	77
	1998-99		74	74	-	17	57
	99-2000		85	85	-	20	65
	2000-01		95	60	35	20	40
	2001-02		95	84	11	2	82
	2002-03		101	85	16	-	85
	2003-04		112	86	26	67	19
	Total		**916**	**809**	**107**	**209**	**600**

Yearwise consolidated statement of five centres

Sr. No	Year	No.of trainees admitted	No.of trainees completed the training	No.of trainees who left the training in the middle	No.of trainees who got employ-ment	No.of jobless trainees
1	1986-87	281	241	40	78	163
2.	1987-88	304	264	40	99	165
3.	1988-89	323	276	47	95	181
4.	1989-90	336	255	81	106	149
5.	1990-91	341	251	90	61	190
6.	1991-92	393	323	70	40	283
7.	1992-93	443	367	76	57	310
8.	1993-94	441	356	85	55	301
9.	1994-95	446	341	105	57	284
10.	1995-96	514	392	122	64	328
11.	1996-97	506	395	111	36	359
12.	1997-98	489	385	104	45	340
13.	1998-99	432	308	124	45	263
14.	99-2000	437	336	101	36	300
15.	2000-01	455	287	168	30	257
16.	2001-02	453	338	115	17	321
17.	2002-03	434	310	124	13	297
18.	2003-04	423	298	125	81	217
	Total	**7451**	**5723**	**1728**	**1015**	**4708**

Abstract of Five Centres

Sr. No	Name of the Centre	No.of trainees admitted	No.of trainees who completed the training	No.of trainees who left the training in the middle	No.of trainees who got employ-ment	No.of jobless trainees
1.	Kinwat, Dist.Nanded	1673	995	678	145	850
2.	Chandrapur	1686	1297	389	422	875
3.	Deori, Dist.Gondia	1677	1527	150	86	1441
4.	Achalpur, Dist.Amravati	1499	1095	404	153	942
5.	Gadchiroli	916	809	107	209	600
	Total	**7451**	**5723**	**1728**	**1015**	**4708**

Employment after the training : Analysis of the data shows that out of 5723 ST candidates trained during the period from establishing these five centres, only 1015 candidates got employment.

With the information provided by the centres, attempts were made to contact the trainees who got the employment. 25 such trainees could be contacted. The details are as follows:

Sr.No.	Place where located	District	No.of trainees
1	Achalpur	Amravati	3
2	Gadchiroli	Gadchiroli	11
3	Deori	Gondia	-
4	Kinwat	Nanded	3
5	Chandrapur	Chandrapur	8
		Total	25

The following is the details of the employment which they could get:-

Sr.No.	Place where located	District		Type of job
1	Achalpur	Amravati	1	Anganwadi Sevika
			2	Peon
			3	Talathi
2	Gadchiroli	Gadchiroli	4	Jr.Assistant
			5	Jr.Clerk
			6	Sr.Assistant
			7	Jr.Clerk
			8	Jr.Assistant
			9	Sr.Clerk
			10	Jr.Clerk
			11	Police Constable
			12	Police Constable
			13	Police Constable
			14	Police Constable
3	Kinwat	Nanded	15	Anganwadi Sevika
			16	Clerk
			17	Contract Teacher
4.	Chandrapur	Chandrapur	18	Jr.Clerk
			19	Gram Sevak
			20	Clerk
			21	Clerk
			22	Sevika
			23	Sr.Clerk
			24	Jr.Clerk
			25	Clerk
		Total	**25**	

26 trainees who had left the training in the middle could be contacted and Questionnaire 2 was filled in from them. The details of these trainees are given below:

Sr.No.	Place where located	District	No.of trainees
1	Achalpur	Amravati	2
2	Gadchiroli	Gadchiroli	4
3	Deori	Gondia	5
4	Kinwat	Nanded	13
5	Chandrapur	Chandrapur	2
		Total	**26**

The following are the main causes for leaving the training in the middle:-

Causes for leaving the training

Sr. No.	Causes	Achal-pur	Gadchi-roli	Deori	Kinwat	Chand-rapur	Total
1.	Due to domestic purposes	1	-	-	1	-	2
2.	Due to illness	1	-	2	2	2	7
3.	Due to non availability of lodging & boarding facility at centre	-	1	2	-	-	3
4.	Due to securing the job	-	1	-	-	-	1
5.	Due to college examination	-	1	-	-	-	1
6.	Due to not getting proper guidance	-	1	-	-	-	1
7.	Due to financial problem and domestic work	-	-	1	5	-	6
8.	Due to long distance from home	-	-	-	2	-	2
9.	Same timing of college and training	-	-	-	1	-	1
10.	Due to loss of daily wages	-	-	-	1	-	1
11.	Reason not mentioned	-	-	-	1	-	1
	Total	2	4	5	13	2	26

The research team could contact 62 trainees who had completed the training but could not get any employment. The information has been collected from the trainees in the Questionnaire No.2 The details of the trainees are given below:-

Sr.No.	Place where located	District	No.of trainees
1	Achalpur	Amravati	16
2	Gadchiroli	Gadchiroli	12
3	Deori	Gondia	17
4	Kinwat	Nanded	6
5	Chandrapur	Chandrapur	11
		Total	**62**

The summary of the educational qualification at the time of the collection of this information is given below:-

Educational qualifications of the trainees at the time of completion of the training

Sr. No.	Name of the centre	Educational qualifications of the trainees								Total
					Gratuate			Post graduate		
		SSC	HSC	D.Ed.	FY	SY	TY	Part I	Part II	
1.	Achalpur, Dist.Amravati	5	6	-	1	4	-	-	-	16
2.	Gadchiroli	3	4	-	-	4	1	-	-	12
3.	Deori, Dist.Gondia	2	10	-	1	3	1	-	-	17
4.	Kinwat, Dist. Nanded	3	2	-	-	-	-	1	-	6
5.	Chandrapur	-	2	1	1	4	1	2	-	11
	Total	**13**	**24**	**1**	**3**	**15**	**3**	**3**	**-**	**62**

The survey shows that most of the Scheduled Tribe candidates do not get the information of the various competitive examinations. These Guidance and Training centres do not inform the tribal students about any information once the training is over. There is no follow up from these Training Centres. The study also reveals that in most of the cases there is no availability of the newspapers in the villages. Non availability of information regarding employment opportunities may be one of the reasons for not getting the jobs even after getting training on the training centres.

C. **Observation about the candidates undergoing training currently :**

(i) Questionnaire was got filled in from 45 such trainees who had been undergoing training in the Training Centres. The details are given below:-

Sr.No.	Place where located	District	No.of trainees
1	Achalpur	Amravati	16
2	Gadchiroli	Gadchiroli	11
3	Deori	Gondia	18
4	Kinwat	Nanded	-
5	Chandrapur	Chandrapur	-
		Total	**45**

The following is the summary of the aspirations of these trainees:-

The statement showing aspirations of the trainees after completion of training (questionnaire No. 4, column no. 12)

Sr. No.	Name of the centre	Total no.of train-ees	Self emp-loy-ment/ busi-ness/ mech anic	Tea-cher / Bal-wadi Sevi ka	Poli-ce / Sai-nik	Fore-stor	Nur se / Mid wife	Clerk / Gram sevak	Poli-ce Insp-ector	Offi-cer	Cond uctor /Dri-ver	Wire man etc.
1.	Achal pur, Dist. Amra-vati	16	5	3	5	1	1	1	-	-	-	-
2.	Gad-chiroli	11	-	2	2	-	-	-	2	5	-	-
3.	Deori, Dist. Gon-dia	18	-	2	5	1	1	3	-	2	3	1
4.	Kinwa t, Dist. Nand ed	-	-	-	-	-	-	-	-	-	-	-
5.	Chan-drapur	-	-	-	-	-	-	-	-	-	-	-
	Total	**45**	**5**	**7**	**12**	**2**	**2**	**4**	**2**	**7**	**3**	**1**

(ii) **It has been observed that :-**

1. The candidates of different aspirations are being trained in one group.

2. Many of the trainees require guidance so that they may be able to achieve the objectives. For example, for teaching job there is necessity of acquiring professional degree like D.Ed., B.Ed. etc. and that should be informed to the trainees who aspire to become teacher.

3. Some of the trainees want self employment and for them training which is being imparted is of any use.

4. Some of them want service in police. There exist already Police and Driving Training Centres run for the Scheduled Tribe candidates and they should have been guided to get admission in Police and Army Training Centre.

5. Some of them are aspiring for the job of mechanic. They should have been guided to take admission in I.T.I., Polytechnic, engineering college/ institutions etc.

6. Some of them are aspiring to become driver in the State Transport. They could have been guided to have training from the centres run for the drivers belonging to the Scheduled Tribe community.

7. Some of them have aspired to become nurse. They could have been easily guided to get training for nurse.

8. Some of them have aspired to join army and they could have been easily guided to join Police and Army Training Centre for STs.

9. Some of them have been aspiring to become electrician. These people could have been guided to acquire professional qualification for being Electricians.

(iii) Location for Pre-recruitment training centres for Police and Army

Sr.No.	Name of the centre	District
1.	Ghodegaon, Tal. Ambegaon	Pune
2.	Akole, Tal. Akole	Ahmednagar
3.	Nashik	Nashik
4.	Nandurbar	Nandurbar
5.	Dharni	Amravati
6.	Kinwat	Nanded
7.	Gadchiroli	Gadchiroli
8.	Deori	Gondia
9.	Jawhar	Thane

Sr.No.	Name of the motor driving school
1.	Randive motor driving school, Nashik
2.	Ramesh motor driving school, Jalgaon

(iv) Absence from the Training

At the time of the visit to the Training Centres, the survey team found that about 50% of the trainees were absent from the classes. The information in tabular form is given below:-

Statement showing no.of admissions and Absentism

Sr. No.	Name of the centre	No.of admissions			Actual presenty			Duration of training
		Boys	Girls	Total	Boys	Girls	Total	
1.	Deori	28	5	33	14	4	18	1.12.04 to 15.3.05
2.	Gadchiroli	23	3	26	8	3	11	1.12.04 to 15.3.05
3.	Achalpur	23	5	28	11	5	16	1.12.04 to 15.3.05
	Total	**74**	**13**	**87**	**33**	**12**	**45**	

(v) **Methods of Training :**

1. It has been observed that the lecture method is followed for imparting training.

2. It has been informed by the Employment and Self-employment Directorate that the following is the time table followed by the training centres:

Time	Subjects
800-900	Maths
900-1000	English
1000-1100	Intelligence Test
1100-1230	Recess
1230-1330	General Knolwedge
1330 to 1430	Computer training

3. It has also been informed that subject specialists / trainers are appointed on the basis of paying honorarium @ Rs.40/- per hour. However they had informed that specialist / trainers are not available @ Rs.40/- per hour and the tribal candidates are deprived of training due to non availability of trainers.

4. It has been informed by the Employment and Self Employment Directorate that honorarium of Rs.40 paid to the Guest Faculty is too less as a result of which the Guest Faculty is not available for the trainees. It has been specifically mentioned that for want of trainers the tribal candidates are not trained at all. If it is so then the very purpose of creating these centres has failed miserably. If the perusal of the tables given above in respect of candidates trained, their performance has been much below the expectations. It may be one of the reason for discontinuing training in between.

5. It has been observed that the candidates are selected with different aspirations and they are grouped together. A sample study of 45 trainees undergoing training at present shows that 5 of the trainees want to undertake self employment as mechanic, 7 trainees want to become teacher, 12 trainees want to join either police or army, 2

trainees want to become forest official, 2 trainees have preferred to become nurse, 4 trainees aspire to become Gram Sevak/Clerk, 2 trainees want to become police inspector and 7 trainees prefer to become officers, 3 trainees want to become driver/conductor. It also shows that proper guidance has not been given to the trainees so that they can choose the career and accordingly acquire minimum qualifications for becoming mechanic, teacher, nurses etc. Further there are already existing eight pre-recruitment Police Training Centres for ST candidates for getting them selected in Police or Army. There is also an exclusive training centre located at Nashik & Jalgaon for imparting necessary skill in driving to the ST candidates.

D) Facilities Provided at the Training Centres:

(a) Building: Employment and Self-employment Information and Guidance Centres for Scheduled Tribals at Gadchiroli and Chandrapur are in Government buildings while such centres at Kinwat, Deori and Achalpur are in private buildings. The details of such buildings are given below:-

Statement showing the details of buildings of E & SEI & GC

Sr. No.	Name of the centre	Building Govt./Private	Details of area		
			Total area (sq.ft.)	Monthly rent Rs.	Date of possession
1.	Kinwat	Private	1197	4905	30-9-1985
2.	Chandrapur	Govt.	1400	-	1-8-1986
3.	Deori	Private	2004	3170	21-1-1986
4.	Gadchiroli	Govt.	800	-	2-2-1994
5.	Achalpur	Private	1588	3610	13-3-1986

It has been observed that the space available at the Chandrapur centre is sufficient and the sitting arrangement is satisfactory. However, the space available in

other centres i.e. Deori, Gadchiroli, Achalpur and Kinwat was not adequate. Even the availability of the furniture is insufficient, as is evident from the following table:-

Statement showing furniture facilities in the centre

Sr. No.	Name of the centre	Total area of training hall sq.ft.	Sitting Capacity	Availability of furniture equipments			
				Table	Chairs	Benchs	Black Board
1.	Kinwat, Dist. Nanded	250	40	1	16	15	1
2.	Achalpur, Dist. Amravati	250	45	1	2	15	1
3	Deori, Dist. Gondia	300	40	1	40	3	1
4	Chandrapur	700	40	13	35	2	1
5.	Gadchiroli	200	35	4	23	20	1

(b) **Library** : It has been observed that not much attention is paid to equip the library sufficiently. The number of reference books were found to be insufficient. The magazines for the library are not purchased. Magazines essential for the competitive examinations are not subscribed. The number of newspapers purchased is also insufficient. Further whatever books are in the library, they are not made available to the trainees for making use as per their convenience. There is no sitting arrangement in the library so that the trainees can sit and refer the reading material. It is told that there is insufficiency of funds. But, if the expenditure of the centres is seen as per the following table, then it is also evident that bare minimum funds have been utilised for this purpose.

Statement showing budgetary provision for the year 2003-2004

(Rs. in lakhs)

Sr. No.	Name of the centre	Budgetary provision	Salary RRT & O.E.	Honora-rium	Stipend	Books & Educational material	Total
1.	Deori	7.66	6.45	0.31	0.87	0.03	7.66
2.	Achalpur	10.22	5.15	0.56	0.70	0.02	6.43
3.	Gadchiroli	7.60	5.82	0.29	1.11	0.01	7.23
4.	Chandrapur	7.34	6.72	0.33	0.71	0.06	7.82
5.	Kinwat	-	-	0.34	0.48	0.02	-
	Total	**32.82**	**24.14**	**1.83**	**3.87**	**0.14**	**29.14**

Budgetary provision & salary expenditure has not been made available by Kinwat centre.

In Gadchiroli, Rs.636/- has been incurred during the year 2003-04 on books and other items for the trainees. In Achalpur, Rs.2429/-, in Deori Rs.3000/-, in Chandrapur Rs.5661 and in Kinwat Rs.2090 on books and other training material have been incurred. The details are given below in the tabular form below :

Statement showing expenditure incurred on education material

Sr.No.	Name of the centre	Expenditure incurred on education material in the year 2003-2004	Details of material purchased
1.	Deori	Rs.3,000.00	-
2.	Achalpur	Rs.2,429.00	-
3.	Gadchiroli	Rs. 636.00	Books
4.	Chandrapur	Rs.5,661.00	-
5.	Kinwat	Rs.2,090.00	-
	Total	**Rs.13,816.00**	

If analysed, out of total amount of Rs.32.82 lakhs spent by the Government during the year 2003-04 on this scheme, an expenditure of Rs.29.14 lakhs has been incurred. However, the expenditure on the purchase of educational material is Rs. 13,816/- only i.e. (0.36 %) of the total expenditure.

(c) **Other essential facilities** : The most disgraceful thing is that there is no arrangement for toilets in the Gadchiroli Centre. There is only one toilet in Deori centre. The facilities available for toilets for the trainees needs improvement. The details are given below:

Sr.No.	Name of the centre	Availability of toilet facility	
		Toilets	W.C.
1.	Kinwat	1	2
2.	Achalpur	1	2
3.	Deori	1	1
4.	Chandrapur	3	2
5.	Gadchiroli	-	-

However, arrangements are made for drinking water and at least fans are provided. The details of this facility are given below:

Sr.No.	Name of the centre	Drinking water facility	Fans	Coolers
1.	Kinwat	Bore	1	Water Cooler
2.	Achalpur	Tap	1	Water Cooler
3.	Deori	Bore	1	Water Cooler/Barel
4.	Chandrapur	Tap	1	Water Cooler/Steel Barel
5.	Gadchiroli	Tap	1	Water Cooler/Big Steel Barel

(d) Recreation: Only one T.V. and one Radio is available at the Gadchirolli centre. There is a need for providing facilities like T.V. so that the trainees may get information about national and inter-national current affairs. There is also a need for giving them guidance so that the trainees can choose the channels available on T.V. for updating their knowledge on the current affairs. There are no facilities for indoor games in any of these centres. The facilities of indoor games and outdoor games can be helpful in making the trainees fit. The summary of these facilities is given below:

Sr.No.	Name of the centre	Recreation amenities			
		T.V.	Radio	Indoor/outdoor games	Trips
1.	Kinwat	-	-	-	-
2.	Achalpur	-	-	-	-
3.	Deori	-	-	-	-
4.	Chandrapur	-	-	-	-
5.	Gadchiroli	1	1	-	-

(e) **Staff** : It has been observed that in the Kinwat centre only for the period from 22.1.1985 to 3.7.1989, there had been only one Employment and Self-employment Offcer, as the Head of the Centre. Thus out of about 20 years of the existence of the centre, only for a period of 4 years and 6 months there was a regular Head of the centre and for the remaining period the charge was being handled as an additional charge by the District Employment and Self-employment Officer. The distance between Kinwat and Nanded is about 150 kms. As such one cannot expect efficiency from the officer whose Headquarter is 150 kms. away from the place of duty.

Similarly in case of Deori (district Gondia), out of 19 years of its existence only for about 5 year and 4 months there had been a regular head of the centre and for the remaining period the charge was being handled as an additional charge by the District Employment and Self-employment Officer. Similar is the case with other centres too, where the charge of the Head of the Centre was handled as an additional charge for a pretty long period. In the absence of the Head of the Centre, it cannot be expected that the centre may run efficiently. The department has not paid much attention to it and this fact has been ignored. The result is, the scheme could not be implemented efficiently and the objectives cannot be achieved. The position of the posting of the Head of Centre is given below:-

Statement showing the Regular charge & Additional charge held by the

Employment & Self Employment Officer

Sr. No.	Name of the centre	Date of creation of the post	Regular charge period	Additional charge period	Total period	
					Regular	Additional
1.	Achalpur, Dist. Amravati	1986	7.1.86 to 31.3.93	1.4.93 to 2.7.96	11 years 3 months	7 years 2 months
			3.7.96 to 31.10.97	1.11.97 to 9.8.99		
			10.8.99 to 13.9.99	14.9.99 to 2.12.99		
			3.12.99 to 11.6.2000	12.6.2000 to 20.7.2000		
			21.7.2000 to 31.10.2000	1.11.2000 to 30.6.2003		
			1.7.2003 to March, 2005			
2.	Gadchiroli	1994	14.2.94 to 30.6.98	2.2.94 to 13.2.94	7 years 3 months	3 years 10 months
			1.7.98 to 14.6.2000	15.6.2000 to 30.6.2003		
			1.7.2003 to 17.6.2004	18.6.2004 to March, 2005		
3.	Deori, Dist. Gondia	1986	21.1.86 to 31.10.91	1.11.91 to 5.7.98	10 years 9 months	8 years 5 months
			6.7.98 to 23.7.2003	24.7.2003 to March, 2005		
4.	Kinwat, Dist. Nanded	1985	22.2.86 to 3.7.89	4.7.89 to March, 2005	3 years 5 months	15 years 8 months
5.	Chandrapur	1986	30.5.86 to 28.3.93	29.3.93 to 15.7.99	12 years 7 months	6 years 6 months
			16.7.99 to 31.12.2004	11.1.2005 to March, 2005		

In the same way, the position in respect of other staff is given below:-

Sr.No.	Designation	No.of sanctioned posts	Posts filled in	Vacant
1.	Employment & self employment officer (Cl.II)	5	1	4
2.	Jr. Employment & Self Employment Officer (Cl.III)	5	4	1
3.	Stenographer (Instructor)	1	-	1
4.	Clerk-cum-typist	10	8	2
5.	Peon	5	5	-
Total		**26**	**18**	**8**

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Chapter V	Recommendations

1. The departmental officers should be involved in imparting information about the various competitive examinations. They should collect data and information from various sources and make available this information to all Gram Panchayats. They should collect this information every monthy and by 10th of every month this information should reach Collector's office, Zilla Parishad's office, Panchayat Samiti's office, Gram Panchayat's office and all other offices located in Tribal Areas. This information must be displayed on the notice boards of these offices and be given wide publicity.

2. They should hold every month a workshop on the fixed dates for giving information about various competitive examinations. During the workshop they can also provide guidance about how to apply for these examination and how to make preparations for these examinations, etc.

3. They can invite applications from the tribal candidates who want to appear in the various competitive examinations. They can also hold preliminary tests to select tribal candidates appearing in a particular competitive examination, so that the group of students can be of same type.

4. There should be a suitable lecture hall with appropriate sitting arrangement and provision for audio visual aid.

5. There should be a well furnished library with a sitting arrangement for minimum 30 students so that the students can sit and refer books from morning till late in the night. For this a suitable manpower necessarily be made available. There should be a large number of books meant for various competitive examination. There should be a large number of collections of magazines in the library which are available in the market and useful for preparing for various competitive examinations. There should be a sufficient number of newspapers both in English and Marathi which are excellant in covering state level news, national level news, International news, science and technology advancement, economic, affairs etc.

6. The selected candidates for competitive examinations may be provided free lodging, free boarding for at least three months.

7. Minimum 30 computers with internet facility must be made available for use of trainees. Arrangement must be made for providing training to them for using the computer and internet.

8. All details of the candidates be made available on the computers and follow up be taken by the training centers regarding performance of each and every candidate trained by them. They must be sent latest additions in the course material for examination every month / periodically so that they may be well prepared for the competitive examinations.

9. Training courses must be organised for three rypes of examinations being held now a days; i.e.preliminary examination, main examination and interview.

10. The candidates who qualify in the Preliminary examinations and appearing for main examination may be provided a stipend of Rs. 500/- per month for at least three months.

11. To attract the qualified guest faculty a minimum honorarium of Rs.200/- for 60 minutes be sanctioned. Well qualified and experienced guest faculty must be selected for training.

12. Duration of the course may be kept flexible depending upon nature of competitive examination.

13. They can invite Government / Semi Government / University staff as guest faculty to train the trainees.

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